

OCI Standards for Minimum Time in Grade

|         |           |
|---------|-----------|
| 3 - 4   | 6 months  |
| 4 - 5   | 6 months  |
| 5 - 6   | 8 months  |
| 6 - 7   | 8 months  |
| 7 - 8   | 8 months  |
| 8 - 9   | 10 months |
| 9 - 10  | 10 months |
| 10 - 11 | 12 months |
| 11 - 12 | 15 months |
| 12 - 13 | 18 months |
| 13 - 14 | 24 months |
| 14 - 15 | 36 months |

In exceptional cases promotions have been made before minimum time has been reached.